

CHAPTER 17

Weapons of Mass Destruction - Civil Support Teams (WMD-CSTs)

17-1. General.

Civil Support Teams (CSTs) are a unique organizational element in the National Guard. Recently sanctioned by Congress, they are active service units consisting of teams of 22 full-time AGR soldiers/airmen with a non-traditional primary mission. This mission is the deployment to an actual or suspected terrorist event to support civilian authorities. After approximately 2,000 hours of civilian and military training, the Secretary of Defense certifies them. The team is required to be operational and available for deployment on an expedited timeline, 24 hours a day, 7 days a week, in support of civilian authorities. Because of their non-traditional structure, their special training requirements, and their unique operational considerations, CST procedures are as follows:

17-2. AGR Tour Requirements.

- a. Initial CST tours are four years.
- b. For soldiers and airmen appointed under the provisions of the three-year assignment, extension is automatic unless the team member requests an exception in writing within 60 days of notification of this provision by the unit commander.
- c. For enlisted personnel, service extensions must be completed to reflect their respective projected AGR tour end date if necessary.

17-3. Hiring.

- a. CSTs are authorized to announce and hire projected vacancies up to one year in advance, if funds are available.
 1. We will issue AGR orders to individuals selected for CST assignment up to 120 days before the projected vacancy.
 2. CST commanders are authorized to place individuals selected for CST assignment on ADSW, SAD, or other appropriate orders, as needed, when funds for such duty are available.

b. Commanders may request team members to decide if they will seek a tour extension 14 months before their projected tour end date. Such requests will be made in writing, and team members will have 60 days to provide a written response. Commanders must have this response from the team member before commencing hiring. Failure to respond may constitute grounds for a command determination that the team member has chosen not to extend, and allow for announcing a projected vacancy for hiring purposes.

c. Tour extensions on the CST will be for a minimum of one year and require the CST Commander's recommendation to the AGR Branch.

d. All CST selection boards will consist of at least one current CST member. For subordinate team positions, unit commanders are designated as selecting supervisors.

e. Waiver of the 30 day AGR hiring rule down to a minimum of 15 days is authorized. CST members may be hired on an expedited timeline if an approved AGR Chapter 2 physical has been completed and received by AGR Branch. If HIV, drug screening, and pregnancy test results are not received, hiring is authorized but orders will be revoked if a positive test result is indicated.

f. CSTs are authorized to send administrative or support personnel to AGR branch to assist with CST hiring and other duties as appropriate. Such personnel will work under supervision of AGR branch personnel while accomplishing these specified duties. Applicable memorandums of Agreement (MOAs) will provide further guidelines for this support.

17-4. Promotions.

a. When a funded AGR position within the unit becomes vacant, first consideration is to current CST members seeking a promotable position. Due to the extensive civilian and military training required of CST members, and the lack of other AGR soldiers/airmen with these specialized qualifications, this policy expedites readiness of the CST. If transferring into a non-MOSQ position member must have qualifying ASVAB/AFCT score. Acceptance of this new position requires a new four-year tour commitment from soldier/airman. Enlisted soldiers must be on the current EPS listing before movement into a higher position.

b. When required, vacancy announcements will be forwarded through channels via e-mail to CAJS-HR-AGR. Positions are announced as "open until filled." Positions are advertised for a minimum of thirty calendar days.

c. Enlisted personnel (E-6 and above) shall maintain current grade upon initial entry when such entry is based on continuation of an active service tour. In accordance with current AGR requirements, all ranks must be MOS qualified within 12 months of assignment.

d. If the selected team members have completed NCOES and meet all promotion requirements (on current EPS, MOSQ, APFT, 600-9 etc.), the promotion date and effective date of transfer will be the same (except for control grade requirements) and the unit will submit the request for promotion.

17-5. Transfers

a. CST members will complete their entire initial tour on the hiring team.

b. In exceptional circumstances, CST members on their initial tour may transfer to the other California CST. Such a transfer will require the concurrence of both unit commanders and AGR branch.

c. At the conclusion of their initial tour, CST members may, based on availability, apply for other AGR positions, or request a transfer as appropriate.

17-6. Control Grades.

a. Enlisted personnel. The CST is identified as one of the units where an E8 enlisted control grade will be assigned. Therefore, when the team member in the E-8 position is eligible for promotion and recommended by organizational leadership, he will receive an EPS control grade sequence number and placed on the control grade roster. The AGR section will publish promotion orders as the control grade becomes available.

b. Officer personnel. Currently, CSTs have three officer control grade positions: Commander, Deputy Commander, and Physician's Assistant. Officer controlled grades are determined by the Adjutant General based on the recommendations of the Personnel and Executive Councils.

17-7. Physical Training.

a. CSTs are active units and are authorized to conduct vigorous physical training as part of their duty in accordance with AR 350-41.

b. The CSTs physical training programs are structured to suit their unique requirements, structure, mission and to enhance readiness, survivability, and retention of their members.

17-8. Participation in Community Service Activities.

a. CST members may participate in volunteer community or public service activities that enhance their training and promote unit readiness such as volunteer medical, fire, hazardous materials, or other service upon approval by the unit commander.

b. Such activities will not conflict with CST training or mission. Volunteer service with a public or private service agency will not be considered additional work or employment for these purposes.

c. Volunteer service will not occur during normal CST duty hours. Personal leave may be used for this purpose.

17-9. Officer Commissioning.

a. Upon approval by the unit commander, team members who possess the qualifications for an active or state OCS program or direct commissioning may be considered for future officer positions within the teams. Upon graduation from the program, the AGR member may accept the commission if selected for an assignment to an officer AGR position or may accept a certificate of eligibility and continue their current CST AGR tour as enlisted until an assignment to an officer AGR position on the team is available. In such a case, AGR branch will not announce the position.

b. Personnel promoted to a higher enlisted grade to attend OCS will be immediately reduced to the grade from which promoted when they cease to participate in the OCS program.

17-10. Duty hours.

a. CSTs deploy to emergencies on a 24/7 basis. Unit commanders may modify the traditional AGR duty days / hours as necessary to adjust for training and operational contingencies.

b. Staff duty and 24/7 operational staffing at home station location are authorized.

17-11. Performance boards.

a. End of Tour: Unit commanders will conduct an end of tour internal performance board on all subordinate team members at the end of their CST tour. The CST will forward results to AGR branch with a recommendation for retention on the CST, retention in AGR program, or non-retention in AGR program. Members on their initial AGR tour must also comply with the initial tour requirements of paragraph 6-2a of this SOP.

b. Academic: In the event of academic failure in a training course or repeated substandard academic performance in training courses or activities, unit commanders may conduct an internal performance board. Results of the board with same recommendations as (a) above may be sent to AGR branch. At the option of the unit commander, recommendations may be deferred pending an opportunity for the team member to clear the academic deficiency.

17-12. Security Clearance.

a. Team members will submit for the appropriate security clearance upon accession onto the team.

b. Failure to obtain the required clearance is grounds for termination or other disciplinary action.

c. Hiring is contingent on security clearance screening interview. Previous denial of security clearance or reasonable cause to believe that the individual cannot obtain a clearance is grounds to deny hiring or accession onto a CST. Such a denial will be documented in writing.